

Tracy Flynn, M.Ed.

Email: Tracy@tracyflynnconsulting.com Phone: 206.200.7315 Website: www.tracyflynnconsulting.com

Career Highlights and Skills

A leader in local and national nonprofits. A mission-driven relationship builder, able to focus the perspectives of multiple groups on common goals. Broad experience in local and national health, welfare, and education institutions. Proven ability to lead organizational development with attention to assessment, strategic planning, and commitment to equity. Provide and support delivery of effective, culturally responsive programming.

Expertise includes:

- Training, facilitation and instructional design, in-person, online and blended
- Leadership and organizational development
- Coaching and mentoring
- Strategic planning and assessment
- K-12, university, NGO, and public sector experience
- Community engagement
- Equity, diversity, and inclusion
- Management, supervision, and fiduciary responsibility
- Grant management and review
- Certification as an Interim Executive Director

Career Experience

Tracy Flynn Consulting (2008–present)

Principal

Facilitate staff development, strategic planning, program assessment, and capacity building for professionals working in both the public and private sector. Provide coaching with nonprofit leaders to improve quality and increase capacity. Facilitate equity, anti-racism, and cultural responsiveness trainings. Facilitate Executive Directors weekly support group. Clients include Welcoming Schools, Puyallup School District, Schools Out Washington, Port of Seattle, WA State Head Start ECEAP, Nonprofit Association of Washington, Spark Ed, and more. An expanded list of recent clients is available on my website.

Nonprofit Association of Washington (Previously Washington Nonprofits) (2020-2021)

Interim Director of Learning

The state association for nonprofits in Washington. Worked to increase learning, influence, and connection to resources to strengthen communities. Member of the leadership team. Led the learning team, assessed department needs and worked with Executive Director and stakeholders in the development of job description and outreach strategies for full time, permanent hire. Able to pivot an in-person annual conference to a virtual conference with 33 sessions, 38 presenters, plenary sessions, and multiple tracks for over 450 participants. Able to maintain and secure contract speakers, fiscal sponsors, and exhibitor partnerships through this transition.

Welcoming Schools, a Project of the Human Rights Campaign Foundation (present)

Education Consultant, Certified Facilitator

Providing districts and schools, training and technical assistance associated with implementation of Welcoming Schools, a LGBTQI intersectional approach to addressing family diversity, gender role stereotyping, and bullying prevention in K-12 learning environments. These sessions are provided across the USA and Canada and are applicable to all professionals who work with children, youth, or families.

Planned Parenthood of the Great Northwest, Hawai'i, Alaska, Indiana and Kentucky (PPGNHIAIK) (Previously Planned Parenthood of the Greater Northwest) Seattle, WA (previous and present)

Director of Training (2006–2008)

Directed new staff orientation and staff development pathways for over 350 staff, serving over 150,000 patients annually in 23 separate clinics located throughout Western Washington. Developed and presented staff training related to cultural competency, customer satisfaction, clinic safety, sexual health, and technical skills necessary for working in a clinic setting. Put into operation continuous improvement process for delivery of HIV testing and patient education services. Provided “train the trainers” sessions for other PP affiliates. Collaborated with community and public health partners, locally and nationally, to promote equitable access to quality health care and to provide

quality training for health care practitioners, including University of Washington School of Medicine and School of Nursing staff, students, interns, and residents.

Consultant and Facilitator (Present)

Provide training, facilitation and coaching on behalf of PPGNHAIK's Spark Ed program that provides and promotes excellence in sexual health education through a national training program.

National Court Appointed Special Advocate Association, Seattle, WA (2000–2006)

NCASAA is a national nonprofit organization of 950 member programs providing volunteer advocates for children and youth in foster care.

National Training Director

Led design and delivery of child advocacy training supporting over 200,000 foster children across the United States. Developed national volunteer standards and curricula that improved advocacy skills and judicial satisfaction with 53,000+ volunteer advocates. Directed oversight of quality assurance and continuous improvement of training and leadership programs. Recruited and supervised national and local faculty for training, including six annual conferences involving over 7,500 participants. Supervised a multi-site staff. Developed and delivered multi-media curricula on leadership development, organizational development, law and policy, cultural competency, and educational advocacy. Training delivery included web-based and e-learning opportunities as well as classroom settings. Led the creation of and served as staff liaison for board of directors' national diversity committee. Managed \$1,000,000+ annual budget.

Seattle Public Schools, Seattle, WA (1991–2000)

Public school system serving over 53,000 students in 106 locations.

District Specialist, Health Curriculum/Health Education

Designed, implemented, and evaluated staff development curricula, student programs, and resources for comprehensive health education, HIV/AIDS prevention, Family Life and Sexual Health (FLASH), cultural competency, anti-harassment law and policy, mandatory reporting, personal safety and community/family involvement, and parent/guardian education. Targeted school efforts to at-risk students. Recruited, trained, and supervised community volunteers, interns, and contract trainers. Taught in K–12 classrooms. Coordinated and facilitated student support groups and peer education programs, including *Girls' Empowerment*, *Coalition for AIDS Peer Education (CAPE)*, *Gay/Straight Alliances* and *Anti-Bullying* initiatives. Coached classroom teachers and administrators. Collaborated with the City of Seattle Office for Civil Rights to develop the "We All Belong" anti-harassment curriculum and public awareness campaign. Provided teen health center staff with training and service coordination.

GCSS, Seattle, WA (1987–1993)

Board Coordinator

First paid staff of a broad-based human service and granting organization. Umbrella agency for grassroots start-ups that are still active in the community today. These include POCAAN, Babes, Heart to Art, Needle Exchange, and others. Coordinated public relations. Developed budgets and administered grants program, including project applications, grant applications, and grant awards.

Professional Associations and Awards

School's Out Washington Consultant, Coach, and Trainer (2010–present)

501 Commons Nonprofit volunteer consultant (2007–present)

American Society for Training and Development National member, local member and volunteer (1999–present)

Human Rights Campaign's All Children - All Families Advisory committee/trainer (2009–present)

Out in Front Board of Directors, Chair, and committee liaison roles (2012–2019)

Safe Schools Coalition of Washington Volunteer/Consultant/Professional trainer (1994–2015)

Camp Ten Trees Board of Directors (2009–2013)

King County Juvenile and Family Court Disproportionality Task Force (2006–2008)

Girl Scouts of Puget Sound Volunteer, Girl Scouts Beyond Bars program (2005–2007)

PFLAG Seattle Community Salute Award (1998)

Ingersoll Center Judith Botzer Memorial Award (1998)

GLSEN Washington Educator of the Year Award (1997)

Education

Interim Executives Academy Certificate, Third Sector Company (2022)

Foundations in Somatic Abolitionism Education for Racial Equity (2021)

Leadership Institute of Seattle (LIOS) Leading with Integrity: Coaching and Leadership Program (2005)

Master of Education (Adult Education and Organizational Health) Antioch University, Seattle, WA (1995)

Bachelor of Arts – Zoology University of Washington, Seattle, WA (1986)

References Available upon request.